**COUNTRY**: Russian Federation 

**COMMITTEE**: UNWOMEN

**AGENDA ITEM**: Gender Related Mobbing

**DELEGATE**: İrem Güleray

**POSITION PAPER**

Mobbing is defined as psychological harassment that is systematically applied by an individual or a group of people against another person in an unethical and hostile way. 7% of men and 16% of women have experienced mobbing at least once in their careers. Although the concept of mobbing is not based on gender, it is seen in most of the studies that women are exposed to mobbing more than men. Mobbing can result in individuals suffering from severe mental illness and cause them to refuse working altogether.The results of mobbing are not only personal, but also affects a nation in its entirety, economically. Our government is working towards making sure that the issue at hand does not flourish any further.

In order to ensure the citizens of our country’s economic, psychological and physical well-being, we as the delegation of Russian Federation have recognized this issue and taken steps to ratify new, international norms and making them a part of the legal system. In our doctrines and legal legislations there are several legal concepts that can be applied to cases of either mobbing or sexually tinted harassment; or both mobbing and harassment in general. In 2001, we have officially implemented the Labor Code in connection with the Criminal Code in order to track and implement mandatory, compulsory or corrective works and imprisonment towards employees who discriminate, harrass and endanger others in their workplace. Based on our research, we have observed that reported mobbing in the workplace has decreased in the past years, and we hope to reach even better numbers in the future.

Considering the issue at hand is a global concern, we as the Russian Federation believe all delegates must come together and amend an existing disciplinary policy and come up with clear indications of what actions are considered mobbing, and work towards finding solutions on how to avoid it.

As we finish our words, we would also like to say that we as the Russian Federation are undoubtedly familiar with tackling the world’s toughest problems with tactfulness and confidence. Our delegation wholeheartedly believes that co-operation and participation from all delegates will result in fruitful solutions.